



DISPUTE RESOLUTION PANEL

MEMBER INFORMATION

Name	Jeff J. Minckler
Current Profession	Arbitrator and Fact-finder
Mailing Address	4752 41st Ave. SW, Seattle, WA 98116
Other Address	
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Cell Phone	
Email	jeff@minckler.net (Please use e-mail for all communications)
Website	www.minckler.net
Information Updated	October 2018

Experience as an Impartial in Labor Disputes (Number of Cases Handled)

As Grievance Arbitrator	39	As Interest Arbitrator	0
As Mediator	0	As Fact-Finder	7

Employment with Impartial Labor Relations Administrative Agencies

None

Brief Description of Industries and Issues Dealt With

Industries: Aerospace, airline, airport (operations, parking), ambulance, asphalt, carpentry, cemetery, chemical, clerical, communications, construction, corrections and detention (federal, state and regional prisons, jail), courier, education (K-12 and university, certified and classified), electrical (lineman, commercial), entertainment, fire (firefighting, EMT, paramedic), food (bakers, cooks, counter), law enforcement (federal, state police/highway patrol, sheriff, police, dispatch), legal, maritime, medical (nursing, laboratory, health care), metal, millwright, public works, railroad, road and bridge, security (private and public), solid waste (hauling, transfer stations, landfill), technology, theatrical, transportation (public, school), trucking (OTR, LTL, maintenance), U.S. Military civilian employment, utilities, water and wastewater, wood products (logging, lumber, plywood, particle board, chip and resin hauling)

Issues: Alcohol and drugs (on and off-duty, reasonable suspicion, test manipulation), application falsification, arbitrability, assignments, bidding, classification and pay, contracting, crew size, discipline and discharge/termination, dishonesty, due process, evaluations, factfinding (advisory and binding), harassment and violence, hours of work, insubordination, insurance, jurisdictional disputes, layoff, leave benefits and abuse, NLRB deferrals including those requiring a decision on statutory issues, off-duty conduct, overtime and premium pay, past practice, performance deficiency, policy implementation, profanity, promotion and demotion, public speech, reduction in force, representation rights, safety, seniority, sleeping on duty, spoliation, training, wage/salary and benefit comparisons

Other Qualifying Experience

Firm or Organization	Private sector AFL-CIO locals		
Position	Representative and chief negotiator		
Impartial/Advocacy?	Advocacy (Labor)	From / To	1973 – 1974
Firm or Organization	State of Montana Labor Relations Bureau		
Position	Specialist, Bureau Chief & Governor's Designee		
Impartial/Advocacy?	Advocacy (Management)	From / To	1974 – 1979
Firm or Organization	Montana Public Employees Association		
Position	Regional Manager and chief negotiator		
Impartial/Advocacy?	Advocacy (Labor)	From / To	1979 – 1982
Firm or Organization	Montana School Boards Association		
Position	Director of Labor Relations		
Impartial/Advocacy?	Advocacy (Management)	From / To	1982 – 1986
Firm or Organization	Private practice representation in the public and private sectors		
Position			
Impartial/Advocacy?	Advocacy (Labor & Mgmt.)	From / To	1986 – 2011

Educational Background

University of Montana
 Cornell University Graduate School of Industrial and Labor Relations
 American Arbitration Association University
 Arizona Attorney General and Supreme Court ADR program
 Federal Mediation and Conciliation Service Institute
 Labor Arbitration Institute
 National Judicial College

Professional Certifications and Licenses

None specified.

Membership in Professional Organizations

American Arbitration Association
 Association of Administrative Law Judiciary
 Association for Conflict Resolution
 Federal Mediation and Conciliation Service
 Labor and Employment Relations Association
 National Association of Hearing Officials
 Washington State Bar Association, ADR section

Availability and Fees

Availability:	Grievance arbitration and Fact-finding
Constraints on Time:	None
Current Fees:	Daily rate: \$1,000 for grievance arbitration; add 20% for factfinding and interest arbitration. Hearing: Daily rate, prorated in quarter-hour increments after each all-inclusive 8-hour day.
Cancellation Fees:	No short notice fee when a hearing is vacated more than 15 calendar days in advance; \$100 for each day less. Cost of purchased nonrefundable tickets or the change fee if less.
Travel/Subsistence Charges:	Cost of lodging and transportation from the closer of Seattle or Spokane. No meal charges.
Other Fees Charged:	Time spent including travel, study and writing: Daily rate prorated in quarter-hour increments.